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of All Forms of Discrimination
against Women

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against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second Periodic Reports of States Parties

Addendum

NORWAY

V.88-26620

Part I

The requirements posed by the convention regarding the principle of equal status between women and men are fulfilled in particular by Act No. 45 of 9 June 1978 relating to Equal Status between the Sexes, and Norwegian legislation in general.

The Act relating to Equal Status between the Sexes applies to all areas of society with the exception of internal conditions in religious communities. According to the main provision of the Act, it is prohibited to discriminate against anyone on the basis of sex.

With regard to a broader discussion of the provisions of the Equal Status Act, reference is made to our first report to the UN, which was submitted in 1982.

A description of the agencies involved in the enforcement of the Equal Status Act and a general evaluation of the effect of the Equal Status Act follow below.

Equal Status Commissioner and the Equal Status Appeals Board

The position of Equal Status Commissioner and the Equal Status Appeals Board were established in 1979 pursuant to the Equal Status Act. The King appoints an Equal Status Commissioner (Norwegian title: Ombud) and a Board - the Equal Status Appeals Board - which are to collaborate in the implementation of the Act. The Commissioner is appointed by the King for six years at a time.

The Board consists of seven members with personal deputies. Two

of the members shall be appointed on the recommendation of the Norwegian Federation of Trade Unions and the Norwegian Employers' Confederation respectively. The King shall appoint the chairperson, and the deputy chairperson, one of whom shall possess the qualifications specified for a judge.

The King may issue specific regulations regarding the functions and organization of the Commissioner and the Board. The opinion of the Board shall be obtained in advance.

The Commissioner shall, with respect to equal status between the sexes, verify that the provisions of the Act are not violated. The Commissioner shall, on his/her own initiative or on the basis of a request from others, seek to ensure that the provisions of the Act are observed. If a voluntary arrangement cannot be effectuated, the Commissioner may bring the case before the Board for a decision.

If the Commissioner decides not to submit a case before the Board, it may be submitted by anyone who is a party in the case or who has brought action without being a party. Such cases may be decided by the Board unless the aggrieved party opposes this.

The Board may require the Commissioner to submit certain specific cases to the Board.

Under normal circumstances, the Equal Status Commissioner shall not make decisions, but shall try to effectuate voluntary settlements. If this should fail, the Commissioner may submit the case to the Appeals Board, which will then make a decision on the case.

The Appeals Board deals with cases in approximately the same manner as a Court of Law, with statements by the parties, etc.

If the Appeals Board is of the opinion that an action is in contravention of the Equal Status Act, it may prohibit the action. However, the Board may not rule that an appointment which has already been made is invalid and decide that the person who was passed over shall have the position. Such action is only

within the jurisdiction of the ordinary courts.

In addition to laying down prohibitions, the Board may also impose measures which are necessary in order to put a stop to illegal acts and prevent their being repeated. Should, for example, a school have different admittance criteria for women and men, it would be natural to order the school to draw up a new set of criteria. This will enable the Board to ensure that the new criteria are in accordance with the Equal Status Act before they are implemented. The Board shall state the grounds for its decision.

When making decisions, the public administration is, of course, required to comply with the Equal Status Act. If this is not done, both the Board and the Commissioner may criticize the public administration and make statements concerning the conditions they find to be in contravention of the Act. But the Board may not repeal or alter administrative decisions made by others.

The decisions of the Board of Appeals may not be appealed to a ministry or to the Government. If one of the parties in the case is dissatisfied with the Board's decision, the party in question must bring the case before the ordinary courts for consideration.

If a case under the Act which indirectly raises the question of the validity, interpretation, or continued existence of a collective wage agreement is brought before the Board, each of the parties to the wage agreement may, with postponing effect, have this questions decided by the Labour Disputes Court. The King shall issue rules for such proceedings.

Public authorities are required, regardless of their duty of secrecy, to provide the Commissioner and the Board with such information as is necessary for the implmentation of the Act. Such information may also be required of others who are under an obligation to give evidence in accordance with the Civil Disputes Act.

The Board and the Commissioner may undertake such investigations

and inspections as they find necessary in the execution of their duties pursuant to the Act. If necessary, they may request the assistance of the police.

The Board or Commissioner may require that information shall be given to, or that investigations may be carried out by, other official bodies which are enjoined to participate in the implementation of the Act.

A party who contravenes the Equal Status Act is not necessarily liable to punishment. Decisions by the Board do not make the act itself punishable. Criminal liability subsists only after the Commissioner or the Board has issued a prohibition or a directive, and this is subsequently violated. Thus, the offender shall always receive a warning in the form of a decision from the Commissioner or the Board before the question of a penalty may be raised.

Violations of such decisions may be punished by fines. The same penalty may be imposed on anyone who is accessory to a violation of the decision.

If the party responsible for the violation is a company, an association, etc., it is the company, association, etc. which is liable to a penalty.

When so requested by the Board, proceedings will be instituted against offenders who have violated the Board's decisions. However, proceedings may be instituted without the request of the Board when necessary out of regard for the public interest.

General assessment of the Equal Status Act

The Equal Status Act is a new Act. It is therefore difficult to distinguish the effect of the Act from developments in society in general.

The Equal Status Commissioner's statistics show how the issue of equal status has been followed up within the various sectors of society, particularly within business and industry.

The prohibition against announcing gender-specific job vacancies is an example which demonstrates that the Act has had a definite effect. In 1979, the number of cases submitted on the basis of this provision comprised 45 per cent of the total number dealt with by the Commissioner, whereas these cases comprised only about 11 per cent of the total number in 1983. Part of the difference may be due to the fact that the Commissioner investigated many job vacancy announcements in 1979 on her own initiative. However, the Act seems to have caused employers to alter their practice in this respect.

The Equal Status Commissioner plays an important part as a "watchdog" over employers in both the public and the private sector.

Another effect of the Act is that it helps to focus public attention on equal status issues. During the period 1979-84, the Equal Status Act or the Commissioner were the subject of more than 15,000 newspaper articles.

Measures have been implemented in both the public and the private sector as part of the effort to follow up the Equal Status Act.

Examples of this are found in the general agreement on equal status between the Norwegian Federation of Trade Unions and the Norwegian Employers' Confederation, and in the equal status agreements which are being concluded in individual companies as a result of this.

PROGRAMME OF ACTION FOR EQUAL STATUS

In 1981, the Government presented a national programme of action for equal status as part of the follow-up to the United Nations Decade for Women.

These measures were designed to influence attitudes and furnish information. Particular importance was attached to efforts directed towards broadening the range of occupations chosen by women. Research and public sector personnel policies were also

the focus of special attention.

The timetable for implementing these measures encompassed the period from 1981 to 1985. Some of the measures involved the expansion of programmes which had already been established, whereas others were completely new. However, the majority of these measures comprised long-term initiatives, requiring a certain amount of time before the intended effect could be achieved. Thus far, the plan appears to have had an overwhelmingly positive effect.

On the whole, the measures have helped to stimulate processes, both in society in general and in government administration, which it is essential to continue.

A new programme of action for the next five year period (1985-1990) has been adopted. This new programme is based on the most effective measures contained in the programme of action that expired in 1985. At the same time, the new programme concentrates on enlarging the scope of efforts to achieve equal status to include other areas of public policy.

The measures included in the programme of action are concentrated on:

- Continuing to break down the distinction between the sexes within the spheres of employment and education.

- Integrating the equal status perspective into economic policy, social policy, etc., i.e. into all areas where the public sector serves to help govern developments, and where this perspective is relevant.

In order to integrate the equal status issue into their spheres of responsibility, the ministries have been directed to prepare programmes of action indicating how the equal status perspective can be integrated into their various fields of competence. The project was initiated in the summer of 1986 and will continue for four years.

In order to break down the barriers between women and men in the working world and, as a prerequisite to this - in education as well - it will be necessary to follow up and continue the work that has been going on in the ministries and their subordinate agencies for the past few years. Among other things, measures will be take to encourage women to accept leadership responsibilities and start their own enterprises.

RESEARCH

Due to the growing legitimacy of feminist claims, the impact of the International Women's Year was felt rather strongly in a small country of four million people. Thus, outside events spawned a series of reports and conferences on women's studies in the social sciences and the humanities under the aegis of the Norwegian Research Council for Science and the Humanities (NAVF). But these "outside events" gave support to a very vital, domestic women's movement which had a strong foothold in the universities and among educated women in general.

In November 1974 NAVF's Council of Social Science Research appointed a committee to study "social science research needs and opportunities for the status of women in society". Thus, the Secretariat for Research on Women was established.

The research aims thus far can be summarized as follows: We seek to explain the nature and causes of existing inequalities among men and women as well as among different groups of women, the social conditions these inequalities reflect and the ways in which they are expressed in people's attitudes and behaviour. We also look for explanations of how these conditions may be changed. Our normative aim is to make a contribution toward a society which is "healthier" for women than the present one by providing insight and knowledge to those who wish to create such a society.

Explanation and change are thus two central theoretical concerns of the new scholarship about women. Explanation requires an extension of existing empirical knowledge, a task which in itself

is often difficult, since it requires setting priorities which are different from those traditionally considered to be "interesting" in social science research. A theoretical focus on change is necessary to explain the forces which keep women in their underprivileged position in public life and in the labour market. It has become commonplace to state that we live in sex-segmented societies where women specialize in paid and unpaid care-taking functions, and that all our major institutions are segregated along lines of gender with men at the top and women at the bottom of their hierarchies. In other words, men are in control of the major institutions and the values these represent. We have considered it to be one of our major tasks to describe both the internal processes within institutions and the ways these institutions and processes interact within society in order to show how and why power and welfare are so unevenly divided between men and women within Norwegian society.

Public support continues to be granted to a comprehensive programme for research into issues relating to equal status.

PART 2

Articles 1-5

The contents of articles 1-5 are covered by the Equal Status Act. See part 1 of the report for information concerning this.

Article 6

It has now been 6-7 years since Norwegian authorities instituted a study on the problem of prostitution in Norway. The Ministry of Health and Social Affairs appropriated funds for trial projects charting the incidence of prostitution in four major towns. The projects were to be completed in 1986.

In 1983 state funds were used to establish a hostel for prostitutes in Norway's capital, Oslo. The purpose of this measure is to help prostitutes to re-integrate into society. The hostel is in essence a school which provides social training and aids the women in their efforts to obtain an education, employment, housing, etc.

Furthermore, the Ministry of Health and Social Affairs is funding a research project which aims to identify the customers of prostitutes with regard to their numbers, motives, views of women and social background.

A conference to review the results of the projects was held in 1987.

Article 7

Reference is made to the previous report. During the first half of 1982, 41.2 per cent of the members of committees etc. appointed by the Government were women. This percentage has decreased somewhat in recent years. Women comprised 36 per cent of the members of civic committees appointed during 1985.

With the help of government subsidies, women's organizations have been working during recent years to get more women elected to

municipal councils and the national assembly (the Storting). During the term lasting from 1981-85, women constituted 26 per cent of the Storting. Women representatives for the current term (1985-89) comprise a total of 34.4 per cent. In other words, more than one-third of the present members of the Storting are women. On the municipal councils for the present term (1983-87), 23.8 per cent of the representatives are women.

The Prime Minister of the current Norwegian Government is a woman. Moreover, seven of the ministers are women. Thus, eight of the 18 Cabinet members are women. State secretaries under the present Government include eight women and 13 men.

Article 8

See our answer under article 7.

Article 9

There have been no significant changes in Norwegian legislation concerning this area since Norway's first periodic report was presented in 1982. Cf. the previous report for more information.

Article 10

Legislation

According to existing legislation, women and men are guaranteed the same access to education, financial assistance (scholarships and loans), and the same opportunity to receive diplomas from all types of educational institutions.

In reality, however, the sexes differ considerably with regard to the type of education they choose and the length of time spent on an education. A number of different measures have been implemented in an attempt to alter this situation. These measures are outlined in the section concerning Equal Status Measures.

The situation today

At present, women represent half or over half of the participants at all levels within the educational system.

This development has been most pronounced in institutions of higher learning. Within the university and college sector, women now comprise 50 per cent of the total number of students, and more than 50 per cent of new students. 20 years ago, women comprised only 1/4 of the students at the university.

The dramatic increase in the participation of women in educational programmes is related to the growth in the educational sector. In the period 1974-1981, women were responsible for 98 per cent of the growth in higher education. Women have also entered into areas which were previously dominated by men. This includes fields such as law, medicine, veterinary medicine and odontology, in which approximately 40 per cent of the students today are women.

Certain institutions at the university level, such as the Norwegian College of Economics and Business Administration, the Norwegian College of Agriculture and the Norwegian College of Advanced Technology, and science subjects at the universities have traditionally been dominated almost exclusively by men. During the past 10 years there has been a large increase in the number of women students. In 1975, 10 per cent of the new students at the Norwegian College of Economics and Business Administration were women; in 1985, the figure was 38 per cent. The corresponding figures for the Norwegian College of Advanced Technology are 9 per cent and 28 per cent, respectively.

However, women are still studying for fewer years than men. In 1983 women constituted 60 per cent of the number of students who completed undergraduate university or college degrees, but only 26 per cent of those completing postgraduate degrees. The proportion of women in research positions has changed relatively little in recent years.

The types of programmes offered at the upper secondary school level have been greatly expanded with regard to both school programmes and vocational training (combined with schooling), and

young women represent the largest increase in the total number of students continuing their educations at the upper secondary level. As of 1983, 74 per cent of all young women between the ages of 16 and 18 were participating in upper secondary education programmes, as opposed to 68 per cent of young men from the same age group.

Developments from 1976 up to the present indicate that there has been very little change in students' choice of disciplines in the upper secondary schools. At this level, young women and men still choose educations which are in keeping with traditional sex roles.

Although women essentially represent the bulk of the increase in education during the last 10 years, relatively speaking there are still far fewer adult women than adult men who have a formal education which qualifies them for an occupation. This applies to education provided by official educational institutions as well as to education/training given within companies. In order to even out some of these imbalances, campaigns to encourage women to make use of existing educational and training programmes have been initiated. Equal status agreements or special programmes aimed at providing training and development opportunities for women employees have been implemented at a number of private and public organizations and institutions. Equal status committees have been established at the universities and at a number of colleges at a corresponding level, and a couple of the universities have even established their own centres for research on women.

Drop-out rates

The authorities are aware of the high drop-out rates for young women in certain male-dominated disciplines and in connection with vocational training at the upper secondary level. In some counties programmes of action have been prepared, certain parts of which are directed at preventing these problems, e.g. by means of training teachers and through a variety of organizational measures.

Physical education and sports

Up to the upper secondary school level, the same physical education programmes are offered to both young women and young men, and to a large degree these programmes are coeducational. As far as a higher level of sports training is concerned, an approximately equal number of men and women are accepted as students at the Norwegian College of Physical Education and Sport.

Equal Status Measures

Since 1981, there have been more systematic and active efforts directed at promoting a greater degree of real equality between men and women in relation to education and employment. These efforts have been based on Proposition No. 122 (1980-81) to the Storting on A Programme of Action for Equal Status between the Sexes, in Particular Emphasizing the Improvement of the Position of Women in relation to Education and Employment. A new programme of action was presented in 1985 in Report No. 69 (1984-85) to the Storting on Measures and Means in Equal Status Policy. The following areas have played a central role in both of these programmes of action:

1. Integrating equal status issues into basic teacher training. A general plan for equal status has been prepared for use in teacher training.

2. Separate further education courses for teachers. Such courses have been held in all the counties of Norway.

3. Measures directed at recruiting more women for executive and administrative positions in the schools.

4. Positive special treatment (extra points) of women in institutions in which admittance is based on a point system.

5. Measures for improving textbooks. The procedure for approving textbooks in Norway includes consideration for equal status among other things. In addition publishers and textbook

writers participate actively by means of courses, conferences, an equal status award and financial support.

6. Measures designed to break the established patterns as regards the distribution of the sexes in educational and occupational spheres, including campaigns to change attitudes, training of teachers, information to school administrations and development of teaching aids such as books and materials.

   Funding has also been allocated for information activities, etc., directed at breaking patterns leading to sex-related choices of education and occupation.

Article 11

The percentage of working women between the ages of 16-74 years increased from 53 per cent in 1978 to 60 per cent in 1985, whereas the percentage of working men decreased from 79 to 77 per cent. During the same period, the percentage of working women between the ages of 25-66 years increased from 59 to 69 per cent. The corresponding percentage for men decreased from 91 to 90 per cent. In other words, during recent years there has been an increasing number of women aged 25- 66 years entering the work force. However, all categories of women have increased their participation in the working world during the last decade, and for most of these categories this increase has taken the form of part-time jobs.

As much as 43 per cent of all employed women work part-time, while the corresponding figure for men is only 8 per cent. Nearly 50 per cent of all married women who are gainfully employed work part-time. There are only a small number of occupational categories in which women are more often found working at full-time posts than other groups. These comprise for the most part office and sales jobs, hotel and restaurant jobs and cleaning jobs.

Women are employed in other areas and occupations, and generally in lower positions, than men. For example: in 1984, women represented only one-fifth of those employed in industry, while

comprising over half the employees engaged in the retail trade, and the hotel and restaurant sector. The largest concentration of female employees can be found within public, social and private service occupations, where nearly two-thirds of the employees in 1984 were women. Despite the increase in the number of women in the work force, they seem to be largely concentrated in typical women's occupations.

Article 11.1:

Pt. e, right to social security, etc.: According to specific regulations, time spent doing compulsory service in the Armed Forces entitles men to receive unemployment compensation, The rules regarding unemployment were changed in 1986 so that women's voluntary service in the Armed Forces gives them the same right to unemployment compensation as men's compulsory service.

Article 11.2:

According to the Act of 17 December 1982, employees have a right to a reduction in working hours on certain conditions (cf. the Working Environment Act, §46 A). The proposed amendment mentioned in the previous report has also been passed and it entered into force on 1 February 1983.

The provision regarding relocation in cases where employees work with ionizing radiation applies to pregnant women.

The Working Environment Act applies to any enterprise that engages employees, cf. §2 of the Act. A few exceptions are made for certain types of work.

In 1985 the Working Environment Act was amended to apply to employees working within civil aviation and agriculture. This amendment entered into force on 1 April 1986. All of the provisions of the Working Environment Act regarding employee safety and leave of absence apply to agricultural enterprises which engage employees and employees in civil aviation. Exemptions have been allowed from certain provisions concerning working hours.

The Norwegian Employers' Confederation and the Norwegian Federation of Trade Unions have entered into an agreement on equality between women and men in working life, which applies to the private sector cf. supplementary agreement VI to the Basic Agreement of 1986 between these two organizations (cf. translation enclosed). Other employer and employee organizations have also signed similar agreements.

The labour market authorities are actively seeking measures which can improve women's educational and employment opportunities, and which can help to enlarge the scope of women's vocational choices to include other than traditional occupations.

Information campaigns aimed at encouraging women to enter male-dominated occupations have been widely used for this purpose. An example of this can be found in the "Informant project."

The project, which has been started in two counties, is directed at teaching young women who are in untraditional educational programmes/occupations to talk about their jobs at vocationally-oriented seminars held by schools or the Government Employment Agency. The effect of such a role model is considered to be particularly important.

The purpose of the project is to systematize and organize this activity. The informants are given economic compensation for lost earnings and their travel expenses are covered.

A special consultant has now been engaged by the labour market authorities in each county to concentrate on issues relating to women's participation in the work force.

Other measures which the labour market authorities are directing at women comprise:

- Arrangements for auditing untraditional labour market training courses.

- Placement in male-dominated vocations as part of the

"vocational preparation programme", a programme providing practical vocational guidance.

In addition, the labour market authorities are working with a number of other institutions and organizations to develop new methods/models for vocational guidance for women. The results of this work will be available in 2-3 years. The labour market authorities have provided financial support for a total of eight such trial projects.

One of these projects is called "Young Women into Industry":

A project designed to increase the recruitment of young women to technical vocations is currently underway in the three northernmost counties of Norway. The project will last for three years, and is being carried out in cooperation with the Industrial Project Group for Northern Norway. The project is based on the following:

- Few young women choose a technical education
- North-Norwegian industry will have a great need for a highly educated work force in the coming years, e.g. in connection with the development of the oil industry.
- It is essential to focus on the future work force in this part of the country.

Variations of this project are being implemented in other counties.

The labour market authorities and the Regional Development Fund are also in charge of a number of programmes which employ financial means to encourage employers to engage women in less traditional occupations.

The following programmes are examples of this:

- Equal status subsidies. An employer who employs women in untraditional occupations receives a subsidy comprising 25 per cent of the total salary and social costs for a period of six months. A similar subsidy is given for accepting female

apprentices.

- Subsidies for training programmes within an enterprise are given in the event of staff adjustment/structural problems or if there is a need for new recruits or an upgrading of staff qualifications. In addition to this, the equal status subsidy may be granted in cases where women are given training in untraditional occupations.

- An increased subsidy may be granted for investment in enterprises in rural areas, but only if the enterprise commits itself to employing more women.

- The Directorate of Labour has prepared a Programme of Action for Women in the Labour Market. One county has been selected for a trial project which aims at achieving a maximum implementation of the Programme of Action. This is in combination with the Nordic project "BRYT", which is a programme designed to break down the sex-differentiated labour market.

Furthermore, in conjunction with other agencies, the Ministry of Church and Education and other organizations, the labour market authorities are using information campaigns to enlarge the spectrum of women's choice of occupation. Several counties have actively begun cooperating with the vocational training agencies to increase the number of female apprentices awarded contracts in male-dominated vocations.

Article 12

The following is in addition to the information contained in the previous report:

In 1985 the Government presented a Report to the Storting concerning the status of the family. It was evident from the discussion in the Storting that all parties agreed that maternity leave should be extended.

The abuse of women has become more visible during the past few

years. Currently there are a total of 60 crisis centres/telephones in Norway, and at least one crisis centre in each county. As a rule, these are run by women's groups and financed by municipal/state funding. The centres offer advisory services and temporary accomodations. They also help women to establish contact with legal agencies and other official agencies providing assistance.

In 1983, the Ministry of Health and Social Affairs, the Ministry of Consumer Affairs and Government Administration and the Ministry of Justice presented a programme of action against the abuse of women. Today, this programme forms the basis for the ministries' policy when dealing with this issue. In cooperation with these same ministries, the Norwegian Research Council for Science and the Humanities has prepared a research programme which designates guidelines for research activities in this area.

Article 13

Re. (a):
Child benefits are paid to those who are responsible for the care of one or more children under the age of 16, whether it is the mother, father, both parents or foster parents. When both parents are responsible for the care of a child, the child benefit is paid to the mother.

Otherwise, the right to some of the social welfare benefits is largely related to income. Women who have been housewives are not entitled to the same benefits as women who have had gainful employment, i.e. they are not entitled to as large an old age pension. This is completely independent of whether or not the women have been responsible for the care of children.

Article 14

This article is not particularly relevant to conditions in Norway.

Nevertheless, we would like to point out the special position of women in cases involving the distribution of income from a

married couple's joint enterprise. This issue is of particular importance to women engaged in farming.

The right to social security and pension benefits is dependent on an individual's taxable income. In cases where a married couple's joint enterprise is concerned, the income which has been generated shall be considered earned by the "real agent" of the work. This status is nearly always assigned to the man.

A portion of the total income generated by the enterprise may be regarded as the spouse's (wife's) personal income when she or he performs a significant amount of work for the enterprise. Normally there are limits as to how large this portion may be; currently the amount is limited to NOK 40,000. However, it is possible to increase this amount if the actual division of labour clearly indicates that the amount is too low.

It is the couple's responsibility to establish that the wife's work justifies a higher amount. This is determined by the local tax authorities, which means that practices may vary from municipality to municipality. For the sake of simplicity, many municipalities operate with a limit of NOK 40,000.

Thus, the existing regulations and their manner of implementation may, in fact, prevent women from receiving adequate compensation in the form of income and social benefits for their participation in family enterprises.

The issue of the distribution of income in married couples' joint enterprises is currently being reviewed. The Storting has requested that the Government draw up fairer, more uniform rules in this area.

Women working in agriculture may be refunded for the cost of hiring a substitute in connection with pregnancy and confinement. These expenses are refunded for a period totalling 18 weeks. The mother is required to have worked on the farm for at least six of the ten months preceding her confinement.

The costs of a substitute are only refunded when the woman can

document that her work on the farm is essential to maintaining the level of production, and that the work situation on the farm makes it necessary to have extra help.

Article 15

As mentioned in the introduction, women and men are in general accorded equal status in Norwegian legislation. However, there are still a few specific statutes which are not in accordance with the Equal Status Act, and which do not accord women and men equal status:

- According to the Fire Protection Act, only men may be ordered to serve on municipal fire brigades. Any man between the ages of 18 and 55 years may be conscripted into municipal fire brigades.

- According to the Act relating to Compulsory National Service, only men are required to do compulsory military service. However, occupational equality between women and men was introduced in the Norwegian Armed Services in 1985. This means that women shall have the same opportunities for education and service in all positions within the Norwegian Armed Services as male conscripts.

- The Seaman's Act has contained a provision specifying different minimum ages for young women and men taking work on board ships. In 1985 the Government decided that this provision should be repealed.

- The Norwegian Constitution contains a provision concerning succession to the Throne according to which only male heirs may succeed to the Throne of Norway.

  This constitutional provision takes precedence over the Equal Status Act.

Re. 2,3 and 4 :
Norway formally fulfills these requirements.

Article 16

1. Re. (a), (b) and (c): Women and men have the same rights and responsibilities when it comes to entering into or dissolving a marriage. Work is currently underway to replace the Marriage Act of 1918 and the Act of 1927 relating to Property Relationship between Spouses with a new Marriage Act which is more relevant to today's situation.

Re. (d):

See previous report.

2.

Not relevant to Norway.